

Trinity College Sexual Harassment Policy

As of August 2015

Trinity College is dedicated to preserving a working environment free from sexual harassment. Harassment is against the law and is a form of gender discrimination. The aim of this policy is to prevent harassment of any kind by anyone employed by the college, or anyone who attends Trinity.

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors or unwanted sexual attention by anyone associated with Cambridge University. Harassment may include references to body image, sexual innuendos and inappropriate remarks, conditions that may serve to create a hostile, intimidating or uncomfortable working and living environment. Harassment includes, but is not limited to, obscene jokes, lewd comments, sexual depictions, repeated requests for dates, touching, staring or other sexual conduct committed either on or off Trinity grounds. Sexual harassment can be both physical and psychological in nature. An aggregation of a series of incidents can constitute sexual harassment even if one of the incidents considered on its own would not be harassing.

All members of Trinity are responsible for helping ensure that the college is kept free of sexual harassment. If you feel you have been a victim of sexual harassment, report the behavior to the women's officer, welfare officers, senior tutor, or your own personal tutor. If you have witnessed sexual harassment, you also are urged to report the incident so that prompt action may be taken.

All complaints will be treated seriously, kept as confidential as possible and investigated fully. Trinity College expressly forbids any retaliation against members of Trinity for reporting sexual harassment. If, however, the college finds that false charges have been filed, disciplinary action may be taken against anyone who provides false information.

All inquiries, complaints and investigations are treated confidentially. Information is revealed strictly on a need-to-know basis. All individuals contacted in connection with a complaint will be counseled that any information pertaining to the complaint shall be held in confidence.

If an investigation confirms that sexual harassment has occurred, immediate action will be taken to put an end to the harassment. The college will take appropriate corrective actions against anyone found to be in violation of this policy, including possible termination of employment, and exclusion of students.

It is the policy of the college to provide an environment free from harassment in any form, whether because of age, race, color, religion, gender, creed, national origin, disability, or any other factor, especially sex. Sexual harassment violates an individual's fundamental rights and personal dignity, is unlawful, and will not be tolerated by Trinity College.